

Message Text

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ACTION IO-13

INFO OCT-01 EUR-12 ISO-00 AF-08 ARA-06 EA-07 NEA-10

CIAE-00 COME-00 EB-07 INR-07 LAB-04 NSAE-00 SIL-01

ABF-01 OMB-01 TRSE-00 OIC-02 AID-05 L-03 IGA-02 /090 W

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R 131330Z JUL 76

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INFO USMISSION USUN NEW YORK

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PASS LABOR FOR SEGALL, HOROWITZ AND LINSENMAYER

E.O. 11652: N/A

TAGS: ILO AFIN AORG

SUBJECT: JOHN MC DONALD BRIEFS GENEVA GROUP ON ILO PROGRAM AND BUDGET

1. SUMMARY: ITEMS IN MCDONALD PRESENTATION JULY 9
TO GENEVA GROUP ON ILO PROGRAM AND ADMINISTRATIVE PROBLEMS
WHICH MAY COME UP AT NOVEMBER SESSION OF ILO GOVERNING BODY
ARE: SUGGESTION THAT LARGER PORTION OF ILO REGULAR BUDGET
BE DEVOTED TO TECHNICAL ASSISTANCE AND PROPOSAL FOR STAFF
RIF TO EFFECT ECONOMIES APPROVED BY ILO CONFERENCE. MCDONALD
ALSO RAN THROUGH LONG LIST OF "ADMINISTRATIVE REFORMS"
WHICH HE HOPES WILL SAVE ILO MONEY. GENEVA GROUP PLANS
SIMILAR MEETING WITH TOP ADMINISTRATIVE OFFICER OF WHO AND OTHER ORGS.

IN SEPTEMBER.

2. PINCH IN TECHNICAL ASSISTANCE FUNDS: MC DONALD PAINTED
GRAY PICTURE OF DECREASING EXTERNAL FUNDS FOR TECHNICAL
ASSISTANCE AND INCREASING PRESSURE ON ILO FROM THIRD WORLD MEMBERS
FOR MORE TECHNICAL ASSISTANCE. HE EXPECTED UNDP TO CONTINUE

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TO REDUCE PERCENTAGE OF FUNDS GIVEN TO ILO AND OTHER UN

AGENCIES FOR EXECUTION OF PROJECTS AND TO ENCOURAGE GOVERNMENTS TO EXECUTE AID PROJECTS THEMSELVES. HE SAID IN NOVEMBER, ILO GOVERNING BOARD WOULD HAVE BEFORE IT RESOLUTION OF SRI LANKA AND INDIA THAT SUBSTANTIAL AMOUNT OF RESOURCES BE DEVOTED TO DEVELOPMENT IN THIRD WORLD. HE WARNED THAT PROBLEM WAS SERIOUS AND THAT MAJOR CONTRIBUTORS "WILL NOT BE ABLE TO STOP THE TREND". MC DONALD SAID "SIMPLE ANSWER- IS TO INCREASE REGULAR BUDGET EXPENDITURES FOR TECHNICAL ASSISTANCE. ON ITS PART, ILO WILL EXPERIMENT WITH USE OF UN VOLUNTEERS, ASSOCIATE EXPERTS AND "CONTRACTING OUT" TO REDUCE FIXED COSTS.

3. PERSONNEL REF: ILO DG WILL PRESENT RIF PROPOSALS TO GOVERNING BODY IN NOVEMBER. MC DONALD DECLINED TO STATE NUMBER OF EMPLOYEES WHO WOULD BE FIRED BUT SAID THERE WOULD BE (1) BALANCE BETWEEN PROFESSIONAL AND GS CATEGORIES; (2) NO "BLIND ATTRITION"; (3) CONSULTATION WITH STAFF UNION IN EVERY CASE; AND (4) THAT NOW-VACANT POSTS WOULD BE ABOLISHED WHEREVER FEASIBLE. MC DONALD APPEALED TO GENEVA GROUP TO REFRAIN FROM ATTEMPTING TO "SAVE THEIR NATIONALS" AFFECTED BY RIF. IN SPITE OF DIFFICULTY IN EVALUATING PERFORMANCE OF EMPLOYEES, "DEADWOOD" WOULD BE IDENTIFIED AND FIRED, INCLUDING EMPLOYEES WITH PERMANENT CONTRACTS. UNDER RUBRIC OF "PROGRAM CUT", ILO MANAGERS WILL BE ASKED TO IDENTIFY "SURPLUS POSITIONS", BUT MCDONALD IMPLIED THAT FEW, IF ANY, PROGRAMS WOULD BE SERIOUSLY HURT.

4. ADMINISTRATIVE REFORMS: IN NOVEMBER, DG MAY RECOMMEND TO GOVERNING BODY THAT VERBATIM RECORD OF INTERNATIONAL LABOR CONFERENCE BE REPLACED BY SUMMARY RECORD; THIS DEVICE SAVED \$150,000 AT WORLD EMPLOYMENT CONFERENCE LAST MONTH. MC DONALD ALSO HOPES THAT EVENTUAL USE OF ELECTRONIC VOTING EQUIPMENT WILL ALLOW TWO FULL WORKING DAYS TO BE ELIMINATED FROM ILC. MC DONALD THEN LISTED SERIES OF MEASURES (NOT ALL IN EFFECT) DESIGNED TO CUT ADMINISTRATIVE COSTS IN ILO: LUMP SUM PAYMENT FOR OFFICIAL TRAVEL, AUTOMATIC PAYMENT OF HEALTH CLAIMS UNDER \$40.; COMPUTERIZATION OF WORK ON ILO STATISTICS; AND APPLICATION OF CORE SYSTEM TO ALL ILO FIELD PROJECTS, AS WELL AS THOSE OF OTHER UN AGENCIES. (CORE PROJECT NOW IN PILOT PROJECT STAGE, BUT ULTIMATE OBJECTIVE OF CORE IS TO ENABLE UN AGENCIES TO OBTAIN TEN-DAY OLD READING ON FINANCIAL LIMITED OFFICIAL USE

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STATUS OF EVERY UN PROJECT; AND TO EVALUATE UN AND BILATERAL PROJECTS.) MC DONALD ALSO ENTHUSIASTIC ABOUT USE OF AID EVALUATION SYSTEM ON ILO PROJECTS.

5. MC DONALD ALSO GAVE NUTS AND BOLTS ACCOUNT OF HIS STEWARDSHIP OF LAST EIGHTEEN MONTHS, INCLUDING REDUCTION OF NUMBER OF FORMS AND ENVELOPES; CONSOLIDATION OF MAILING LISTS; USE OF MICROFILM AND ELIMINATION OF SAFE-HAVEN STORAGE FACILITIES

IN LIMA, PERU; USE OF "STATIONERY SUPERMARKET" AT WHICH ILO SECRETARIES "SHOP" FOR SUPPLIES, USING "CREDIT CARDS" OF THEIR OFFICE; AND INSTALLATION OF TIME-SAVING COFFEE MACHINES ON EACH FLOOR OF ILO BUILDING. MC DONALD EMPHASIZED THAT NEW FORMAT FOR BUDGET WAS MORE COMPREHENSIVE AND UNDERSTANDABLE BECAUSE IT SHOWED TOTAL PROGRAM BUDGET, INCLUDING UNDP AND FUNDS IN TRUST AND REAL OVERHEAD COSTS, WHICH FOR ILO RUN 31 PERCENT. MC DONALD EXPECTED LATTER TO BE REDUCED IN PART BY IMPLEMENTATION OF RECOMMENDATION IN MANAGEMENT CONSULTANT STUDY THAT ILO HEADQUARTERS DESIGNATE ONE ACTION OFFICE FOR EACH EXTERNAL REQUEST.

6. TO INCREASE PRODUCTIVITY OF STAFF, MCDONALD WILL PROPOSE TRAINING FUNDS (NOW (\$166,000) BE DOUBLED IN 1977-78 BIENNIUM. MCDONALD HOPES TO MAKE WORLE-WIDE ASSIGNMENTS PREREQUISITE FOR PROMOTION TO MANAGERIAL LEVEL. STAFF UNION IS ADVISING MANAGEMENT WORKING GROUPS ON FIELD ASSIGNMENTS, CAREER PLANNING, AND INCREASING NUMBER OF FEMALE PROFESSIONALS.

7. GENEAA GROUP REACTION CONSISTED OF FACTUAL QUESTIONS ON RIF. UK WONDERED HOW ILO STAFF UNION WOULD REACT; FRG HOPED UNIFORM CRITERIA WOULD BE USED; SWISS WANTED TO KNOW NUMBERS AND CATEGORIES OF EMPLOYEES AND TIMETABLE FOR RIF. SWISS ALSO ASKED ABOUT PROSPECTIVE TENANTS FOR VACANT SPACE IN ILO BUILDING (SWISS GOVERNMENT HOLDS MORTGAGE). JAPANESE EXPRESSED CONCERN ABOUT CONTROL OF AID PROGRAMS BY RECIPIENT COUNTRIES, AND INQUIRED ABOUT PROCEDURE FOR RESTRICTING AMOUNT OF ASSESSED CONTRIBUTIONS FOR TECHNICAL DEVELOPMENT.DALE

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 13 JUL 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: BoyleJA
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976GENEVA05524
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760270-0050
From: GENEVA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760765/aaaacfc0.tel
Line Count: 143
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION IO
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: BoyleJA
Review Comment: n/a
Review Content Flags:
Review Date: 10 MAY 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <10 MAY 2004 by buchant0>; APPROVED <13 SEP 2004 by BoyleJA>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: JOHN MC DONALD BRIEFS GENEVA GROUP ON ILO PROGRAM AND BUDGET
TAGS: AFIN, AORG, ILO
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006